

I. Meeting was called to order at 8:48pm ET. Present: Teresa Allen, Jim Dingemann, Heather Gray, Donna Grimes, Julie Hewitt, Evelia Jones, Darlene Pagano, Jim Sagurton; Absent: Nancy Sorden

II. Agenda approved without objection.

III. Minutes of 2023-06-26 approved without objection. I. Meeting was called to order at 8:48pm ET. Present: Teresa Allen, Jim Dingemann, Heather Gray, Donna Grimes, Julie Hewitt, Evelia Jones, Darlene Pagano, Jim Sagurton; Absent: Nancy Sorden

II. Agenda approved without objection.

III. Minutes of 2023-06-26 approved without objection.

IV. Cmte Officer Election results: Darlene Pagano- Chair; Secretary: Teresa Allen

V. Update on ED Self-Evaluation: Expecting ED Self-Evaluation by 7-24; all PNB members will receive—all confidential. Format was 31 numbered items in ED Job Description

VI. 360 ED Evaluation: Approve format & recipients of the evaluation

1. To do a 360 evaluation, all reportees to the ED, all staff who have significant dealings with the ED, all Pacifica elected governance members who have had a working relationship with the ED (committee work, projects, were engaged in assisting, for example), management positions at the stations who have worked directly with the ED, major partners outside of Pacifica or Pacifica contractors (for example: other boards, general counsel, NETA point person) are all in the pool of candidates to ask for their time to give feedback on Stephanie's performance regarding their experience of working with her.

2. The areas on which the ED is evaluated are Entirely Based on the Pacifica Job description for the position.

3. We are asking for a narrative, describing the strengths, and/or shortcomings of the work that was happening between the evaluator and the ED. The evaluation is open to comment on effective actions taken, quality of the completed project, depth of understanding of the ED for the project undergoing, and also suggestions for the further strengthening of the ED's knowledge base and collaboration.

*We will **not** ask for a numerical scale for each responsibility of the ED.*

4. All responses are kept confidential including names of respondents. Committee members then submit their understanding of all feedback and the committee prepares a summary evaluation of our findings.

5. Next steps would include any suggested procedures for mitigation of problems, collecting any noted best practices highlighted in the narratives and recognizing any accolades.

6. The committee presents a written report to the PNB with any recommendations.

VII. Other Personnel Cmte responsibilities- to be discussed at our next meeting:

A. Assist LSBs?

- B. Questions raised- Personnel matters- Re Mgmt- Natl and Stations?
- C. A suggestion for a location for LISTENERS to send questions and concerns; these would be forwarded to the proper authority.

VIII. Next meeting: 7-24-2023. Approved without objection.

IX. Review assignments: Chair anticipates sending Evaluation Form to Cmte members by 7-20-2023 and wants Cmte's response by the meeting on 7-24-2023. Responses should go to both Cmte Chair & Secretary.

Chair will request ED give us an Evaluation Distribution List by 7-24-2023 or earlier. Chair will then send the Distribution List to Cmte members and expect discussion and agreement on the Distribution list by Personnel Cmte meeting on 7-24-2023.

After receipt of Evaluation (& Cmte member suggestions) & Revised Distribution List, the Chair will send Revised Evaluations to everyone on the Revised Distribution List, with acknowledgement requested. If the Evaluations go out by 7-26, the Chair anticipates return by 8-7-2023.

X. T. Allen moved to adjourn. E. Jones seconded. Passed without objection. Meeting adjourned at 10:15pm ET.

Respectfully submitted,

Teresa J. Allen

2023-07-20

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